



### INTRODUCTION

Since the advent of Performance Management in the industry, Sedibeng District Municipality has successfully managed to assess and monitor its employee's performance against the set service delivery objectives. At the close of the period under review an extensive process was initiated to procure and switch over from the manual system to an electronic Performance Management System version which could take one to two financial years to install and commissioned.

The Sedibeng District Municipality has developed a comprehensive electronic Performance Management System (ePMS) that has been cascaded to all section 56 and all managers from level one to level four at its current phase. It is envisaged that the ePMS will be rolled – out top to bottom in phased – in approach over a multi-year period. All this effort is aimed at ensuring that every employee's contributions is objectively set, measured and recognised by the institution.

This Chapter covers the Key Performance Indicators (KPIs) drawn from the institutional Sector Plans. In line with these KPIs, all Clusters will collate and submit their quarterly progress reports onto the electronic Performance Management System (ePMS). The KPIs will be applied as measures in the monitoring and evaluation of the implementation of planned programmes and projects. The reports will be against set targets in the Service Delivery and Budget Implementation Plans (SDBIP).

### PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM

During the period under review all staff members of SDM were subjected to the manual PMS which yielded the Individual Performance Reviews (IPR) for the financial years 2010/11 and 2011/12 of which the 2010/11 were audited rigorously to determine eligibility for payment of the performance bonuses. The 2011/12 IPR's which were left out in the auditing process to determine eligibility for payment of the performance bonuses will be considered in the remaining two quarters of the period under review.

SDM is an organisation that continuously strives to improve its processes in keeping abreast with technological advancements and in endeavouring to enhance the efficacy of the Performance Management System, therefore, has successfully implemented the electronic Performance Management System (e-PMS). The e-PMS system has successfully, during its infancy stage, been implemented during the current financial year of 2012/13 for the job levels 0-4. There is commitment to a process, circumstances permitting, to further cascade in the ensuing financial years, the Electronic Performance Management System from job levels 5 to 12.

- A) IDP KEY PERFORMANCE AREA: Reinventing the Economy** *from an old to a new by consolidating existing sectors and exploring new sectors of growth and in this way build local economies to create more employment and sustainable livelihoods.*

### STRATEGIC PLANNING AND ECONOMIC DEVELOPMENT

#### LED AND TOURISM

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Create long term sustainable jobs; reduce unemployment, poverty and inequalities	Incentive Policy adopted by Council	Investigate means of reducing the cost of doing business in the Region.
	Number of Improvement Programmes initiated	Coordinate CBD Improvement Programmes and Initiatives.
	Number of programmes Implemented	Expand the roll out Plan of CWP and EPWP programme
	Number of Job opportunities created	Host Sedibeng Regional Job Summit
	GDS Projects implemented	Write Mid- year and Annual reports on the GDS Implementation

IDP STRATEGY	Indicator	Delivery agenda 2013/14
Ensuring BBBEE and SMME development	40 SMMEs & cooperatives trained	Facilitate training and capacity building of SMMEs & cooperatives
	Number of SMMEs linked to Economic Opportunities	Linked SMMEs to Economic Opportunities
	Bio-digester Project implemented in Sharpeville	Implement the bio-digester Project in Sharpeville
	Fablab Project implementation	Implement the Fablab Project
	Job Summit convened	Host the Jobs Summit
	2 ICT Centre Projects implemented	Implement ICT Centre Projects in two sites
	The township Hub project completed	Facilitate the township Hub project

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Promote and develop agricultural Sector	100 Farmers & cooperatives trained	Facilitate access to training and capacity building for 100 farmers & cooperatives.
	25 Farmers & cooperatives access the markets	Facilitate access to markets for farmers & cooperatives.
	1 Agro-processing industry established	Facilitate the establishment of 1 Agro-processing / Value add industry

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Promote & Develop the Tourism Sector	Approved Tourism Strategy	Develop Regional Tourism Strategy inclusive of Townships and aligned to the Provincial & National Strategies
	Regional Tourism Organisation registered as a company	Register the Regional Tourism Organisation as a company
	4 Marketing initiatives identified & developed	Destination marketing initiatives
	Increased number of graded establishment	Increase number of visitors
	Improved Tourism Infrastructure in the region	Promote Development of Tourism Infrastructure
	Approved Infrastructure Plan	Develop specific Infrastructure Plan
	3 research initiatives completed and distribution of information to stakeholders	Participate in 3 research initiatives and distribute information to stakeholders for implementation.
	120 tourism stakeholders trained.	Facilitate training programme for 120 tourism stakeholders.

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Create long term sustainable jobs, reduce unemployment, poverty and inequalities	Reviewed and developed Economic Development Strategies.	Review LED Strategy Develop Informal Traders Strategy Develop SMME and Cooperative Strategy
	Number of programmes implemented	Expand the roll out Plan of CWP and EPWP programme
	Established EPWP District Forum	Establish EPWP District Forum

- B) IDP KEY PERFORMANCE AREA: Renewing our communities** *from low to high quality through the provision of basic services, improving local public services and broadening access to them, and regenerating and property development to improve the quality of living.*

### DEVELOPMENT PLANNING AND HOUSING,

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Promote residential development and urban renewal	Sustainable Human Settlement	Facilitate, monitor and coordinate Housing Programmes
	Reviewed SDF	Review Spatial Development Framework (SDF)
	Geographic Information System (GIS) installed and operational.	Installation of a Geographic Information System (GIS)
	Developed Land Use Management System	Source funding to develop a Land Use Management System
	Approved precinct projects	Leverage Financial Resources for Business Plans and Projects
		Facilitate and Monitor the Development of the Precincts Projects by Department of Rural Development and Land Reform.
	Construction of approved precinct projects	Plan, Manage and Monitor the implementation of the Sebokeng Cultural Precinct.
	Number of Improvement Programmes initiated	Coordinate CBD Improvement Programmes and Initiatives.

### INFRASTRUCTURE:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Plan for effective, efficient and sustainable infrastructure for water and sanitation, and provision of electricity	Completed Regional Master plans for water, sanitation and electricity.	Completion of local Master Plans.
	Total integrated and functioning IGR structure	Four IGR meetings. Organize one (1) learning tour per annum.
	Upgraded Sedibeng Regional Sewer	Upgrading regional sewer

- C) IDP KEY PERFORMANCE AREA: Reviving a Sustainable Environment** *from waste dumps to a green region, by increasing the focus on improving air, water, and soil quality and moving from being a producer and receiver of waste to a green city.*

### ENVIRONMENT

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Implementation of effective and efficient environmental management in the Sedibeng District Municipality	% reduction in visible air pollution	Implementation of BasanjengoMagogo awareness campaign in the Impumelelo Township (Devon)
	Council Approved By-law for the District	Promulgation of the AQM By laws for the Sedibeng district.
	% Air quality data produced	Repairs and maintenance of the air quality management stations.
	Number of Atmospheric Emission Licenses issued	Convert 50% of APPA registration certificates
	Approved electronic AEL system for the district	Facilitate the Sourcing of external funds to develop an electronic license management system and database.
	Functional Air quality management unit	Setup an Air Quality Unit for the district to render optimal air quality service

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Ensure the implementation of an effective and efficient environment in the Sedibeng District Municipality.	Clean and green environment	Coordinate the implementation of the BontlekeBotho project within the district
	Award and reward for food gardening projects	Coordinate and promote food gardening within the District
	Environmental awareness programme implemented	Facilitate programmes that seek to create awareness around environmental awareness
	Arbour day project implemented	Facilitate and coordinate environmental calendar events
	Sedibeng Environmental Management Framework developed	Consolidation of local Environmental Management Framework.
	Strategy approved	Development of an energy and climate change strategy.
	Approved Sedibeng district Biodiversity plan	Facilitate and coordinate the approval of the biodiversity plan for the district.
	Youth Environmental Services Learnership in Midvaal and Lesedi Local Municipalities	Facilitate the implementation of the Youth Environmental Learnership Programme
	Reviewed and updated Integrated Waste Management Plans document for the District	Review and Update Integrated Waste Management Plans

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
	50 industries participating in the IWEX program	Implement an Industrial Waste Exchange Program(IWEX)

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Ensure the implementation of MHS programmes to reduce environmental health risks	Signed SLA with Local Municipalities on the rendering of Municipal Health Services.	Develop SLA for the rendering of MHS with Service providers.
	Council Approved By law for the District	Promulgation of the MHS By laws for the Sedibeng district
	Number of MHS programmes implemented	20% Improvement in environmental health conditions throughout the district
	% effectiveness of participation the IGR : MHS	Maintenance and improvement of the IGR structure on MHS

- D) IDP KEY PERFORMANCE AREA: Reintegrating the region** *with the rest of Gauteng, South and Southern African to move from an edge to a frontier region, through improving connectivity and transport links.*

### TRANSPORT:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Plan and develop accessible, safe and affordable public transport systems and facilities.	Determine the required supply and demand of the non-contracted (minibus taxis) public transport capacity.	Prepare Municipal By-laws for Public Transport
	Updated new land use developments.	Update in the context of new land use developments.
	Approved Modal Integration Strategy	Awareness program on Modal Integration Strategy.
	Monitored, formal and controlled meter taxi industry.	Undertake assessment of travel patterns of meter taxis in the region.
	Monitored, formal and controlled learner industry into public transport system in the region.	Undertake assessment of travel patterns of learner transport in the region.
	Established Transport Planning Authority	Undertake a study on establishment of TPA.
	Improved relations and joint planning	Work with PRASA (Passenger Rail of South Africa) for the Development and promotion of rail in the region.
	1 Taxi facility upgraded.	Upgrade one taxi facility
Promote efficient movement of freight in the region	Completed feasibility studies on Freight facility.	Develop a feasible and appropriate freight facility in partnership with Emfuleni Local Municipality.
	Freight Management Plan developed	Develop Freight Management Plan

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Plan, promote and provide for effective, efficient and sustainable road infrastructure	Sedibeng Regional Road Master plan.	Completion of Road master plans by locals.
	Joint safety programs and campaigns implemented	Implement local and regional road safety campaigns and programs
	Successful implementation of Roads Signs Management system.	Support to locals to comply with South African Road Signs Manual
	Upgraded roads on high volume of public transport vehicles.	Support to locals

- E) IDP KEY PERFORMANCE AREA: Releasing Human Potential;** *from low to high skills and build social capital through building united, non-racial, integrated and safer communities.*

### CORPORATE SERVICES

#### HUMAN RESOURCES:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA
IDP Strategic Objective: Improve municipal financial and administrative capabilities	25% internship commissioned	Engage learners in the Internship programme
	34 general workers trained in basic computer courses	Training General workers in computer skills
	% Improvement in recruitment, retention and career pathing	Improve skills retention intervention through incentives and working environment.
	Number of implemented programmes to harmonise Labour Relations	Continuous implementation of proactive programmes to harmonise Labour Relations.
	Aligned Personal Development Plans (PDPs) to job requirements	Align Personal Development Plans (PDPs) to job requirements

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
<b>Ensure Effective, Competent and Motivated Staff</b>	Dispute and disciplinary actions reduced by 50%	50 Reduction of Disputes and Disciplinary actions
	3months turnaround to conclude cases and comply with timelines set out in the grievance procedures and disciplinary procedures and code	Conclude cases within timelines set out in various procedures and code
	100% attendance to and resolved external dispute resolution tribunal matters	Clear backlogs and resolve to all outstanding cases.
	0% industrial action on municipal based issues	Maintain Labour peace through stable and harmonious working environment

### FACILITIES:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Develop and Maintain high quality Municipal Facilities	Comprehensive facilities management developed	Produce status quo report on all municipal facilities
	Integrated facilities management systems developed	Produce an Integrated Facilities Management Systems
	Integrated Municipal Facilities Management and Projects	Integrated Municipal Facilities Management and Projects
	Turnaround Strategy for Vereeniging Fresh produce market implemented	Vereeniging Fresh produce market viable business unit

### INFORMATION TECHNOLOGY:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
World-class ICT infrastructure in support of a “Smart Sedibeng”	Completed phase 3 of the Roll-out fibre optic network	Complete phase 3 of the Roll-out fibre optic network
	Completed Roll-out of four workstations	Commission and deploy 1 workstation for the visually impaired

### LABOUR RELATIONS:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Render Effective IT Services	% roll-out of the district wide plan	Complete SWAT analysis, and roll-out of plan in the District.
	Completed phase 2 IT Strategic Plan	Roll-out of phase 2 1 in the District
	80% Disaster recovery plan achieved	Procure hardware, alignment of systems, stabilize and infrastructure.

## COMMUNITY SERVICES

### COMMUNITY SAFETY DIRECTORATE:

	INDICATOR	DELIVERY AGENDA 2013/14
Provide an integrated support in ensuring that communities are safe and secure	Upgraded and functional CCTV Surveillance System	Render CCTV maintenance and repairs service
	Council approved Community Safety Strategy	Review and implement the Community Safety Strategy
	% Completion of BAC initiatives.	Promote Business Against Crime initiatives.
	Number of trained Community Patrollers % compliance to Safety at Sports and Recreational Events.	Train Community Patrollers on events safety and security planning.

### SPORTS, RECREATION, ARTS AND CULTURE DIRECTORATE:

	INDICATOR	DELIVERY AGENDA 2013/14
Promote and develop heritage of our region	Number of heritage resources declared/Number of management plans developed	Develop Heritage Management Plans.



	INDICATOR	DELIVERY AGENDA 2013/14
	Established Regional Geographical Name Change Council	Facilitate the establishment process of a Regional Geographical Name Change Council
	Number of commemorative events hosted	Host Commemorative days as per Sedibeng Heritage Summit Resolutions

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Promote and develop Arts and culture	Coordinated Arts and Culture programs	Implement Arts and Culture programs as per Turnaround Strategy
	Number of Exhibitions and Expo's held	Promote through competitive Exhibitions and Expo's
	Number of Exhibitions and Expo's held	Promote Visual Artists through competitive Exhibitions and Expo's

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
<b>Promote and develop Sports and Recreation</b>	Number of monitoring reports on implemented sport and recreation structures.	Monitor and Manage the implementation of relevant sport and recreation structures
	Council Approved Regional Sports Plan	Develop Regional Sports Plan

### HEALTH AND SOCIAL DEVELOPMENT:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Promote efficient delivery of primary health services	Number of programmes initiated	Facilitate community capacity building and campaigns
	Number of members trained	Support PHCF activities
	Number of gender programmes implemented, and employees empowered	Facilitate and implement Gender programmes
	Number of ECD programmes supported	Facilitate the implementation of ECD programmes
	Number of PWDs capacitated	Facilitate capacity building and support the implementation of people with disabilities programmes
	Number of ex-combatants empowered	Facilitate capacity building and support the implementation of Ex-combatants programmes
	Number of youth empowered	Facilitate Capacity building and support the implementation of Youth programmes
	Number of students assisted	Implement Bursary policy

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
	Number of employees capacitated and empowered on Gender.	Support implementation of Gender programmes for municipality staff, and awareness programmes on Gender issues for staff

### HIV&AIDS

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Facilitate and coordinate internal and external HIV&AIDS and TB mainstreaming	Number of wards implementing HIV&AIDS & TB programmes	Coordinate the implementation of ward-based HIV&AIDS & TB programmes
	Number of people reached per month	Facilitate and monitor the implementation of door-to-door behaviour change campaigns
	Number of people testing per month	Facilitate, coordinate and monitor increase in HCT uptake and coverage
	Number of employees reached with HIV&AIDS educational and behaviour change programmes	Facilitate and coordinate internal and external workplace policies and programmes
	Number of departments mainstreaming HIV&AIDS in their departments	Conduct workshops to assist departments on projects to be mainstreamed
	Number of government departments that implement HIV&AIDS/STIs & TB programme within the region	Facilitates the review of the guideline, operations as per the National and Provincial AIDS Councils and the National Strategic Plan
	Number of programmes/projects implemented	Facilitate, coordinate and monitor intergovernmental collaboration regarding HIV&AIDS programme implementation

### DISASTER MANAGEMENT:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Perform Disaster Management Efficiently	Number of PIER officers placed and appointed	Procure Public Education & awareness resources for a fully-established PIER unit
	4 Public awareness and Education programs in Disaster Management implemented	Implement public awareness and Education programs in Disaster Management.
	Signed off and approved Disaster Management Plans	Review and updating of the Disaster Management Plan.
	10 local fire-fighting workforces trained.	Training of local fire-fighting workforce.

- F) IDP KEY PERFORMANCE AREA: Good and Financially Sustainable Governance;** *through building accountable, effective and clean government, with sound financial management, functional and effective Councils, and strong, visionary leadership. It is about compliance and competence.*

### OFFICE OF THE MUNICIPAL MANAGER:

#### PERFORMANCE MANAGEMENT:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
<b>High level of Corporate Governance</b>	Electronic Performance Management System cascaded across nine levels	<b>Roll –out of</b> Electronic Performance Management System to lower levels across nine levels
	Reviewed and approved Performance Management Framework and Policy	Review Performance Management Framework and Policy
	Approved Service Delivery and Budget Implementation Plan for 2012/13	Develop Service Delivery and Budget Implementation Plan for 2013/14
	Quarterly, Mid-Year and Annual Reports submitted	Consolidate Quarterly, Mid-Year and Annual Reports for 2013/14

#### GDS AND IDP:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Review, Monitor and Implement Sedibeng Growth and Development Strategy	Second Generation GDS report submitted	Monitor the implementation of Second Generation GDS
Develop Regional Integrated Planning	Approved IDP 2013/14	Review IDP 2013/14

#### INTERGOVERNMENTAL RELATIONS:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Promote Intergovernmental Relations with other Spheres of Government	12 Joint MMs, 4 Joint Mayoral Committee, and 4 Joint Mayors convened and reports presented.	Develop Inter-governmental Relations Strategic Programmes
	2 District wide IGR workshops conducted and reports presented.	Coordinate District wide IGR workshops.
	2 Inter-municipal learning tours undertaken.	Promote inter-municipal learning relationships

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Promote High level of Intergovernmental Co-operation and Coordination	Integrated and inclusive mechanisms/plans of the district	Develop, monitor and evaluate integrating mechanisms by district.
	Co-ordinated Joint Mayor's Fora and District-wide Joint Mayoral Committee.	Strengthening IGR structures. Alignment of all IDPs in the District.
	Operational ePetition System	Develop an ePetition Management System.
	Coordinated and structured study groups	Synchronise study group schedules with other committees.

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
	Coordinated caucus strategic retreat	Coordinate caucus strategic retreat.
	A district wide governance model	Develop a governance model defined on separation of powers between the council and the mayoral Committee.
	Well co-ordinated inter cluster activities across the district	Develop assessment contracts across the district

### AUDIT:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Ensure high level of corporate governance through the implementation of the internal audit plans	Audit plans approved by the Audit Committee and Council.	Develop 3 Year rolling Audit Plan and Annual Internal Audit Plan.
	Total implementation of the approved annual internal audit plan.	Implement the approved annual internal audit plan, 2013/14. Implement quality assured internal control systems.

### RISK MANAGEMENT:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Coordinate and promote high level of corporate governance	Reviewed and approved SDM Enterprise Risk Management Framework and policy, and Risk Management Process Plan.	Review SDM Enterprise Risk Management Framework and policy. Review Risk Management Process Plan.
	Annually reviewed and approved Risk Registers and Risk Response Strategy.	Reviewed and approved Risk Registers and Risk Response Strategy.
	Updated anti-fraud and corruption Incidents Register and Plans.	Review, approve and publicize anti-fraud and corruption plans. Update database of fraud and corruption incidents register.
	Approved Business Recovery Plan	Review and approve Business Recovery Plan.

### FINANCE:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Improve municipal financial and administrative capability	Tariff models implemented	Support and coordinate implementation of tariff models at LMs
	Monitored and reviewed financial plan	Implement, monitor and review the financial plan
	Budget aligned with MTSF and developmental growth path aims	Develop and implement budget analysis mechanisms for the annual IDP
	Annual approved budget	Approved 2013/14 budget

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
	Achieve clean audit by 2014	Maintain and improve audit outcomes of the municipality
	10% improvement on debt recovery to 90%	Reduce municipal debt
	10% improvement on budget overspending to 90%	Reduce municipal overspending on operational expenditure
	10% improvement on budget under spending to 90%	Reduce municipal under spending on capital expenditure
	10% improvement on budget under spending to 90%	Increase municipal spending on repairs and maintenance
	% of MFMA minimum competency regulations implemented	Support and participate in core competency capacity development programme in collaboration with Corporate Services (HR)
	Number of sources of funding researched and recommended	To provide support and initiate alternative funding mechanisms
	Increase in number of sustainable SMME's in the region	Implement and sustain programs to develop SMME's
	Number of supply chain management systems aligned	Coordinate and monitor implementation of integrated supply chain model with the locals system.
	2 Financial institutions co-opted within scheme for financial assistance to SMME's	Coordinate and implement the Procurement Finance Scheme for SMME's
	% compliance with legislative requirements	Promote and maintain good corporate governance
	% Alignment with Gauteng BEE strategy	Promote Local BEE Suppliers and SMME's Procurement Spend
	% of processes developed to set requirements for contract management	Improve internal controls and procedures for contract management
	% of resources allocated towards implementing SCM processes	Improve internal controls and procedures for contract management

### LICENSING:

IDP STRATEGY	INDICATOR	2013/14 DELIVERABLES
Render an efficient, effective and corruption free vehicle registration and licensing service	Provide additional offices - Vereeniging LSC	Provide safe and conducive infrastructure and environment to personnel and customers (Raise funding for upgrading of the building).
	Centralize d licensing related files and records	Commission the filing system for licensing related files and records.

IDP STRATEGY	INDICATOR	2013/14 DELIVERABLES
	Enlarged driver testing terrains to increase testing capacity	Enlarge driver testing terrains to increase testing capacity, thus generate additional revenue.

### KEY PERFORMANCE AREA: GOOD GOVERNANCE

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
The pursuit of efficient, accountable, co-operative governance.	Integrated and inclusive mechanisms/plans of the district	Develop, monitor and evaluate integrating mechanisms by district.
	Coordinated IGR structures for the entire district	Strengthening IGR structures.
	Frameworks for the Executive & legislative arms of the municipality approved	Table Separation of powers framework to Council
	Improved performance reports of local legislatures	Strengthen implementation of various policy frameworks
	Coordinated and structured study groups	Synchronise study group schedules with other committees to increase impact.
	Coordinated caucus strategic retreat	Coordinate caucus strategic retreat.
	Coordinated inter cluster activities across the district	Develop assessment

### OFFICE OF THE CHIEF WHIP:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
<b>Strengthening Oversight and Accountability</b>	Total Oversight Reports	Promote effective oversight role
	Coordinated Whippery and District Wide ANC	Facilitate Whippery and District Wide ANC
	Coordinated Councillors Caucus Lekgotla	Coordinate Councilors Caucus Lekgotla
	Coordinated ANC Councillors Caucuses	Coordinate ANC Councillors Caucuses
	Coordinated Multi Party Caucuses	Coordinate Multi Party Caucuses
	2 Coordinated benchmarking visits.	Coordinate benchmarking visits.
	Capacity building and training session for ANC Councilors	Facilitate capacity building and training for ANC Councilors

### UTILITIES:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Ensure financial Sustainable Local Government including of revenue collection management and financial mobilization	% Implemented and Monitored long term plan/ model.	Implement and Monitor the long term plan/ model for management and maintenance of municipal utilities
		Monitor the implementation of the new model
	% of new management systems	Introduce new management systems
	Viable management and maintenance of municipal utilities implemented	Consolidated business Unit Model for municipal utilities

### LEGAL SERVICES:

IDP Strategy	Indicator	Delivery Agenda 2013
Effective Management of Council Business	Quality Agendas, Minutes and Legal Services to Council and Administration produced	Quality Corporate Secretariat and legal support to Committees, Mayoral and Council Meetings and Administration
Effective Management of Council Business	Quality agendas and minutes produced	Proper flow of Council decision making process
		Monitor and improve on quality of reports for various Committees throughout Council
	Effective contract management system in place	Ensure Compliance with all applicable legislation and various legal prescripts.
	Records management applications assessed and reviewed	Assess and review compliance on records management applications
	Effective records management system	In loco inspections on all authorized filing rooms and reporting thereon
		Adherence to the NARS and other applicable pieces of legislation
		Maintain professional services and convenience to all end-user Clusters at optimum levels

- G) IDP KEY PERFORMANCE AREA: Deepening Democracy;** *through enabling all South Africans to progressively exercise their constitutional rights and enjoy the full dignity of freedom. To promote more active community participation in local government, including further strengthening the voice of communities and making sure that community based structures such as ward committees, police forums, school governing bodies are legislatively supported to function effectively.*

### OFFICE OF THE SPEAKER:

	INDICATOR	DELIVERY AGENDA 2013/14
Improving stakeholder relations through public participation	mobilization strategy and uniform Public Participation programme implemented	Implement mobilization strategy through inclusive Public Participation
	A number of non racial, inclusive and unifying programmes implemented	An all inclusive and non racial women month programme and other strategic programme
	All inclusive programs and campaigns enjoying the support of all communities supported	Organize two inclusive programmes linked to nation building
	All SALGA notices responded to and reported	Attend all SALGA related business
	Four sittings of Council meetings convened	Four Council Sittings and compliance reports served
	All Councillors attended one capacity building programme	Capacity building programme for Councillors implemented

### OFFICE OF THE EXECUTIVE MAYOR:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Build High Level of Stakeholders Relations and Effective Communications	State of the District Address	Integrate public participation activities in the district
	Absence of racial barriers in programs of government.	Launch a campaign to encourage and to instill the spirit of voluntarism.
	Host Sedibeng Mayoral Awards	Coordinate Sedibeng Mayoral Awards
	A cultural diversity programme launched.	Launch a campaign on tolerance of cultural diversity.
	Celebration of the Signing of the Vereeniging Peace Treaty held.	Coordinate the Vereeniging Peace Treaty Anniversary

### COMMUNICATIONS AND MEDIA RELATIONS:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Improving Stakeholder Relations through Public Participation	Council Approved Communications Strategy	Develop and approve new Communications Strategy
	A new SDM Website in CMS format	Develop a New CMS (Content Management System) based Sedibeng Website
	A completed & distributed GDS 2 Brochure	Develop Brochure for GDS2
	SDM Newsletters every quarter	Design and produce SDM Quarterly Newsletter ( <i>SediNews</i> )
	Media Monitoring Services Reports	Media monitoring of our engagements & activities in the media





## CHAPTER 09: PERFORMANCE MANAGEMENT

### EVENTS, BRANDING AND MARKETING:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Improving Stakeholder Relations through Public Participation	Totally marketed and communicated programmes to the public	Sufficient community participation in our Commemorative, Service Delivery & Other Events.
	Approved SDM Marketing and Branding Strategy	Develop a Marketing and Branding Strategy
	Approved Marketing and Branding Strategy- <i>"Towards a Vaal Metropolitan River City"</i>	Research on the best practises of this transitional period on Marketing and Branding
	Approved Events Management Policy	Update the Events Management policy
	Approved SDM Identity Manual (CI) Manual	Finalize and submit an SDM Corporate Identity Manual.

### STAKEHOLDER RELATIONS:

IDP STRATEGY	INDICATOR	DELIVERY AGENDA 2013/14
Improving Stakeholder Relations through Public Participation	A Stakeholder Strategy approved by Council	Develop a Stakeholder Relations Strategy
	Monthly District Communications Forum Meetings	Convene District Communications Forum Meetings
	A functional and updated Stakeholder Database	Update a Stakeholder Database